

**CIVIL RIGHTS IN THE MILLENNIUM: A CALL TO ACTION**  
**53<sup>rd</sup> Annual IAOhRA Meeting & Conference**  
 July 20-26, 2001  
 Cincinnati, Ohio

**CONFERENCE EVALUATION**

Evaluation Forms Completed: 48

	POOR		AVERAGE		EXCELLENT		
	0	1	2	3	4	5	n/a
<b>Overall Event</b>			2	6	23	14	4
<b>Site Selection—City</b>	2		4	5	22	12	3
<b>Site Selection—Hotel</b>				5	18	21	4
<b>Westin Hotel Accommodations:</b>							
• Staff				7	23	15	3
• Temperature		1	3	14	21	5	4
• Lighting		1		12	21	11	3
• Overall				9	23	13	3
<b>Pre-Registration Materials</b>		2	1	12	16	12	5
<b>Workshop Sessions:</b>							
• Commissioner Leadership Training					5	5	38
• Director Leadership Training				1	4	7	36
• Attaining Protected Class Status For Gays & Lesbians		1		4	7	4	32
• Racial Profiling				4	10	7	27
• ADA Housing & Employment Update				4	6	3	35
• Employment Best Practices				5	7	5	31
• Domestic Partners				5	12	3	28
• Census 2000 Analysis: America's Work Force				1	13	13	21
• Predatory Lending				1	7	12	28
• Administrative Hearings for Commissioners					4	6	38
• World Conference on Racism Report				3	5	9	31
• Latino Cultural Differences	1		2	5	5	3	32
• International Hate Movement			2	1	6	13	26
• Rights of Women Workers in North America			1		5	14	28
<b>On Site Registration &amp; Materials (Bag, etc.)</b>				4	10	21	13

**Which training sessions were the most valuable to you? (Rank top 2)**

<b>Workshop</b>	<b>Best</b>	<b>2<sup>nd</sup> Best</b>
Commissioner Leadership Training	1	1
Director Leadership Training	2	2
Attaining Protected Class Status for Gays and Lesbians	1	
Racial Profiling	1	4
ADA Housing & Employment Update	2	2
Domestic Partners	2	1
Census 2000 Analysis: America's Workforce	6	7
Predatory Lending	6	2
Administrative Hearings for Commissioners	2	1
World Conference on Racism Report	5	2
Latino Cultural Differences	1	2
International Hate Movement	4	5
Rights of Women Workers in North America	1	4

**Do you plan on attending next year's IAOHRA conference?**

<b><u>YES</u></b> 26	<b><u>NO</u></b> 0	<b><u>UNDECIDED</u></b> 6
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**General Comments:**

- "Disappointed IAOHRA chose hotel in the City because of Cincinnati's Anti-gay Charter Amendment. Please pass resolution regarding non-discrimination on site committee & I'll be back next year."
- Staff: "Good job but too few" (referring to Westin Hotel staff)
- "The food lunch/dinner were outstanding my hats off to the chef & staff!"
- "The info was excellent speakers need to be more relaxed, speakers were too stiff" (referring to World Conference on Racism Report)
- "The materials were not freely available to everyone it was almost like who do I know to get a bag, etc"
- "We needed to show up!" (Site selection—city)
- "It cool today in this room" (Westin Hotel temperature)
- "Didn't know that it would be this good. If I had greater detail I could have had more commissioner participation"
- "There were no times or agenda sent with materials"

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**WORKSHOP EVALUATION**

Workshop Title: **New Member Orientation**

Evaluation Forms Completed: 2

	Excellent	Good	Average	Fair	Poor
Quality of Training	1				
IAOHRA's handling of program arrangements and organization	1			1	
Moderators	1				
Facilities and Service	1	1			

**Comments:**

- "Up close & personal opportunity for personal question"
- "Do this mid week—most folks aren't here yet"

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**WORKSHOP EVALUATION**

Workshop Title: **Opening Plenary Session: "Futurecasting Civil Rights in the Millennium: A Call to Action"**

Evaluation Forms Completed: 44

	Excellent	Good	Average	Fair	Poor
Quality of Training	17	16	1	1	
IAOHRA's handling of program arrangements and organization	17	18	5	1	
Moderators	22	14	3		
Facilities and Service	21	17	2	1	

**COMMENTS:**

**Improvements that could be made:**

- "More time for speakers without them having to rush"
- "More time to get more detailed info & answers to questions"
- "More local 'shakers' invited to the conference"
- "Maybe more time, but maybe not—I certainly appreciated getting the full range of commentary, and I wouldn't want to leave anything out"
- "Speakers adhere to time"
- "Start and end on time"
- "Some speakers could be briefer; ban use of cell phones"
- "Provide outside vendors selling/providing conference related goods i.e. T-shirts, bags, art work"
- "Moderator needs to control timing of speakers to allow equal time for all"
- "Fewer panelists or greater time allocated—need much better and more disciplined organization of time"

**Liked best about the training:**

- "Diverse presentations"
- "Diversity of the panel"
- "The expertise of the speakers—everyone is so knowledgeable"
- "Sign interpreter for those who needed service (could have been on dais for better visibility)"
- "Passion & knowledge of speakers"

- "The wide coverage of subject matter and viewpoints presented by the broad diversity of speakers"
- "The mix of issues actually showed how much we have to work together"
- "Very interesting review of future challenges"
- "Speakers representative of many constituents"
- "Emphasis on identifying the challenges of the future and how as Human Rights Officials we might address & resolve them"
- "Perspectives & visions shared from a wide spectrum—it was inspiring"

**Program meet/exceed expectations:**

- "No, expected excellent program"
- "Yes, because it allowed for a good beginning to the program"
- "Exceed/quality of panel"
- "Good update on disability laws"
- "Exceed. I expected the basic and usual, but got the exceptional and the in-depth"
- "Yes, because the panelists specifically addressed the topics and challenged us to a 'Call to Action.'"
- "Exceeded—the backgrounds of speakers were very impressive (as was the degree of feeling and commitment)"
- "Excellent new ideas and concepts"
- "Yes, because it show and spoke about the importance of collaboration of all"
- "I'm starting to get used to expecting such excellence from this organization"
- "No, needs better organization & broader focus"

**General remarks:**

- "I was pleased w/ organization of conference so far"
- "The rooms are so-o cold"
- "I appreciate your hard work—staff doing a great job!"
- "Great centralized location, convenient to festival"
- "Tables should be set up to allow wheelchair access without moving chairs around"
- "Very informative"

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**WORKSHOP EVALUATION**

Workshop Title: **"Racial Profiling: In Public Accommodations and On the Road"**

Evaluation Forms Completed: 11

	Excellent	Good	Average	Fair	Poor
Quality of Training	9	2			
IAOHRA's handling of program arrangements and organization	7	3			
Moderators	8	3			
Facilities and Service	5	5			

**COMMENTS:**

**Improvements that could be made:**

- "Nothing. Excellent program"
- "None. Very meaningful experiences which provided solutions/plans"
- "None other than further discussion of possible solutions"
- "Less lecture more workable/useable information"

**Liked best about the training:**

- "Everything"
- "Exchange/communication & consensus"
- "Participation"
- "Discussion & Q & A session"
- "The expertise of the presenters"
- "The Police Departments' involvement on the panel; looking at the topic from all dimensions"

**Program meet/exceed expectations:**

- "Yes, learned a lot"
- "I began to finally understand profiling—I myself have never been subject to that"
- "Yes, the honest dialogue and real suggestions"
- "Exceeded my expectations! Great discussion of this 'difficult' topic"

**Evaluate the written materials:**

- "Very interesting articles"

- "Did not have time to review for this evaluation"
- "Would like to see more current studies for participants"

**General remarks:**

- "Great workshop very informative"

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**WORKSHOP EVALUATION**

Workshop Title: **"Attaining Protected Class Status Under Civil Rights Laws for Gays/Lesbians"**

Evaluation Forms Completed: 19

	Excellent	Good	Average	Fair	Poor
Quality of Training	10	8	1		
IAOHRA's handling of program arrangements and organization	7	9	2		
Moderators	14	4			
Facilities and Service	6	12			

**COMMENTS:**

**Improvements that could be made:**

- "IAOHRA needs to be pro-active in their respective communities regarding civil rights for Gays/Lesbians"
- "more time"
- "It was good, no changes need to be made"
- "This is an international org. but all U.S. perspective pls include international developments in the future"

**Liked best about the training:**

- "Sharing of information"
- "Great panelist—good information"
- "Speakers Learning how other communities push for human rights for all!"
- "It was very informative"
- "Interaction"
- "A broad-range discussion of complex issues"
- "The knowledge of the speakers"
- "Array of individuals from various groups"

**Program meet/exceed expectations:**

- "Yes—Good to hear as to what is going on around the nation regarding this issue"
- "Yes! Lots of information & advice how to fight for human rights for everyone"
- "Exceed Learned many new things done in other geographic areas"
- "Yes, speakers were very impassioned & sincere"



- "A greater number of audience would have been helpful"

**General remarks:**

- "Very good & learned a lot about the efforts being pushed"
- "Good work on educating human rights workers"

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**WORKSHOP EVALUATION**

Workshop Title: **"ADA Housing and Employment Update"**

Evaluation Forms Completed: 20

	Excellent	Good	Average	Fair	Poor
Quality of Training	11	9			
IAOHRA's handling of program arrangements and organization	8	10			
Moderators	9	8	1		
Facilities and Service	7	10	1		

**COMMENTS:**

**Improvements that could be made:**

- "More time"
- "More info on housing as it relates to ADA"
- "More dialogue with workshop participants"
- "One pres. had written material (excellent) it cited the relevant cases. I wish the other 2 pres. had written material"
- "More handouts from all panel members"
- "Topic did not cover housing. Somewhat disappointing may not have had time to cover"

**Liked best about the training:**

- "I learned a lot from the speakers whose expertise was evident"
- "Speakers. Attorneys willing to treat investigators as human"
- ""Good information on pending/future cases very interesting materials"
- "Discussion of cases"
- "Case law—How to use the info"
- "Good specific examples"
- "Informal but competent presentation w/ lots of opportunity for audience input"
- "Provocative discussions re: the evolution of ADA concerns"
- "The panel presenters clearly explained the various ADA cases re. public accommodation and employment"
- "Legal interpretation of recently decided or upcoming cases"
- ""Q & A"

**Program meet/exceed expectations:**

- "Yes, education on current cases"
- "No, needed housing info"
- "Somewhat, in that I work in housing discri. I took this workshop and was somewhat disappointed when they did not discuss housing"
- "Met expectations—excellent presentations of emerging case law & trends"
- "Yes, very informative and great opportunity to give us a heads up on what's to come"

**Evaluate written materials:**

- "Excellent, informative"
- "Need more—handouts from speaker's notes"
- "Very good"
- "Helpful"
- "Very informative and pertinent for IAOHRA's case review"
- "Average, because more facts were needed"

**General remarks:**

- "Need more time for number of panelists"
- "The conference room could have been warmer"
- "Session did not address ADA housing accessibility issues"

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**WORKSHOP EVALUATION**

Workshop Title: **"Director Leadership Training"**

Evaluation Forms Completed: 15

	Excellent	Good	Average	Fair	Poor
Quality of Training	10	5			
IAOHRA's handling of program arrangements and organization	8	6	1		
Moderators	8	5	2		
Facilities and Service	7	7	1		

**COMMENTS:**

**Improvements that could be made:**

- "2 day session more detail in conference brochure"
- "n/a other than shorter biographical sketches"
- "Copies of materials referred to for conference workshop attendees to have in hand during the discussion"
- "More time (break would be nice)"
- "There was some confusion about what repeat session means"
- "15 minutes per presenter"
- "More time"
- "More audio visual aids with dialogue"
- "Provide written materials other than agency handouts"
- "Limit time each speaker. Allow more dialogue"

**Liked best about the training:**

- "Substantive info; follow-up questions; outstanding moderator"
- "Information from Michigan Dept. of Civil Rights"
- "Learning about what other agencies are doing to improve their processes"
- "Sharing of experiences"
- "Hearing about specific strategies that worked or didn't work"
- "The comparisons and sharing with other Directors also handouts"

**Program meet/exceed expectations:**

- "Exceeded because of ample opportunity for give and take"
- "Yes. I wanted info. from another agency similar to my own"

- "It exceed it. Information shared will be helpful in resolving some internal organizational issues"
- "Yes. All so well versed because did what talked about"
- "Yes, I'm a new deputy director"
- "Yes, I gathered good information"
- "Limited to case management reengineering"

**General remarks:**

- "Great!!"
- "Lots of excellent info"
- "The room was cold"
- "Paper should be on tables for note taking from the hotel"
- "Good session—Thank you"
- "Informative"

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**WORKSHOP EVALUATION**

Workshop Title: **"Commissioner Leadership Training" (morning)**

Evaluation Forms Completed: 11

	Excellent	Good	Average	Fair	Poor
Quality of Training	4	6			
IAOHRA's handling of program arrangements and organization	4	7			
Moderators	6	3			
Facilities and Service	4	7			

**COMMENTS:**

**Improvements that could be made:**

- "Hard line to draw. But maybe a little too much detail on the specific wording of responsibilities, as laid out in local and/or state provisions"
- "Written handouts—the questions or hypothetical questions handed out"
- "Have speakers take certain topics instead of repeating information"
- "Better introduction for all"
- "Hand outs. Use of media"

**Liked best about the training:**

- "The experience of the presenters"
- "Practical experience shared with audience & openness to comments from audience"
- "Interaction—engaging discussion"
- "The speakers"
- "Variety of experience"

**Program meet/exceed expectations:**

- "Met—good so far"
- "Yes better understanding of commissioner's duties"
- "Yes, real issues were discussed"

**General remarks:**

- "Very good"
- "cold"

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**WORKSHOP EVALUATION**

Workshop Title: **"Commissioner Leadership Training" (afternoon)**

Evaluation Forms Completed: 8

	Excellent	Good	Average	Fair	Poor
Quality of Training	1	5	2		
IAOHRA's handling of program arrangements and organization	1	6	1		
Moderators	1	5			
Facilities and Service	2	6			

**COMMENTS:**

**Improvements that could be made:**

- "Coordination between the panelist to cover the comprehensive responsibilities of Commissioners and/or ED"
- "More commissioner participation"
- "More detailed training of this sort"

**Liked best about the training:**

- "Open discussion"
- "Practical solutions"
- "Oral participation"

**Program meet/exceed expectations:**

- "Yes—provided needed data"
- "Yes it met my expectations. Audience participation"

**Evaluate written materials:**

- "Excellent"
- "Good"
- "Plenty of information"

**General remarks:**

- "It seems that each state is different so it seemed difficult to meet everyone's needs and interests and expectations"

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**WORKSHOP EVALUATION**

Workshop Title: **Plenary Session: "Globalization of the Economy"**

Evaluation Forms Completed: 11

	Excellent	Good	Average	Fair	Poor
Quality of Training	1	5	3	1	1
IAOHRA's handling of program arrangements and organization	2	5	3	1	
Moderators	1	5	3	1	
Facilities and Service	4	7			

**COMMENTS:**

**Improvements that could be made:**

- "Would like outlines from speakers"
- "The discussion was great but it could have had a little more substance and direction"
- "Speeches too long & didactic, too many facts by participants panel"
- "Good info! Assure speakers stick to their time. Timekeepers—could help this."
- "Counterpoint to anti-globalization/labor perspective—i.e. pension funds based on strength & expansion of business—new jobs being created in greater #'s than those being exported."
- "Make speakers speak shorter periods of time too long-winded"
- "Use PowerPoint slides to make presentations more interesting. Audience participation is imperative in order to evoke enthusiasm & discussion. Some panel members read speeches"
- "Fewer presentations—better time management more stimulating subjects"

**Liked best about the training:**

- "Diversity of Issues & presenters"
- "Direct first person stories with points worth taking home"
- "Great instructor and moderator"
- "Important facts—more summary on labor unions"
- "The motivational/inspirational message that started this session"
- "The inspiration & rousing acceptance of responsibility placed w/ families & door step of each of us—not the evil 'They'."
- "Many interesting facts and ideas"



- "The stimulating welcoming remarks"

**Program meet/exceed expectations:**

- "Fell way short. Issue not addressed; speeches too long; no time for Q&A"
- "Did not. I wanted a little more legal—how to substance—spent too much time on a single subject"
- "No time for audience participation to ask questions"
- "Not much material only remotely tied to human rights issues"

**General remarks:**

- "Need to 'Break' on time too long to sit 2+ hrs"
- "Writing would also be helpful"
- "Provide 1 page best practice summaries from speakers to audience"
- "Seems that unions need to embrace a new diversity beyond affirm action"
- "It seemed like a meeting of communism international, long and dull old tired ideas"

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**WORKSHOP EVALUATION**

Workshop Title: **"Census 2000 Analysis: America's New Work Force"**

Evaluation Forms Completed: 33

	Excellent	Good	Average	Fair	Poor
Quality of Training	21	9	2		
IAOHRA's handling of program arrangements and organization	17	14	1		
Moderators	10	13	1		
Facilities and Service	16	15	1		

**COMMENTS:**

**Improvements that could be made:**

- "More opportunities for analysis and instruction on data by class participants"
- "Have handouts of overheads"
- "More time"
- "More written materials with sources identified"
- "More question & answer time"
- "Drop arcane discussion on the race classification of census 2000"
- "Speakers were good but could be more dynamic"
- "Copy of survey info"
- "Need more hands on"

**Liked best about the training:**

- "All of the presenters were very well prepared"
- "Good materials & visual presentation"
- "Provided info to make individuals aware of growing concerns re: workforce"
- "Good accurate data"
- "Fascinating to learn more about the dynamic changes in demographics & trends that are occurring"
- "Analysis of statistical data"
- "Handout, very informative"
- "Exposure to the fact[s] that make [a] difference in society [in the] long run"
- "Informative as well as educational"
- "Help in interpreting facts of data"
- "The speakers were very informed & precise energetic speakers"
- "The census demographics"

- "Statistical proof presented"
- "New slant on information"

**Program meet/exceed expectations:**

- "Exceed, gave a lot more information than I expected"
- "Met expectations. Data sheets were helpful"
- "Met and would like the session longer"
- "Yes, I knew the numbers already, but was glad to see the correct information provided to more individuals"
- "Somewhat, problems identified, not enough answers proposed"
- "Exceed, explanation of the statistics"
- "Yes, wealth of info"
- "Yes—it demonstrated movement of trends"
- "Many eye opening new facts"
- "Yes, I did not know much about the topic before"
- "Yes. Thought would be dry & wasn't"

**Evaluate written materials:**

- "Excellent!"
- "Very good (though one article dated 1994 😊!)"
- "Info can be useful"
- "Very good—Helpful to take home"
- "A+"
- "Available ones are good; need more"

**General remarks:**

- "Great speakers & info exchange!"
- "Some questions about accessible rooms for those with disabilities"
- "Some of the copies were too dark"
- "The moderator and presenters were very good"
- "Maybe Part II would be giving managers tools on how to address these issues"
- "This was an eye-opening session"
- "Very good session"

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**WORKSHOP EVALUATION**

Workshop Title: **"Domestic Partners"**

Evaluation Forms Completed: 3

	Excellent	Good	Average	Fair	Poor
Quality of Training	2	1			
IAOHRA's handling of program arrangements and organization	2	1			
Moderators	2	1			
Facilities and Service	1	1			

**COMMENTS:**

**Improvements that could be made:**

- 

**Liked best about the training:**

- "Interesting new suggestions"
- "Articulate presenters, well organized, clearly addressed issues"
- "Diversity of speakers/organizations represented"

**Program meet/exceed expectations:**

- "A good exchange of ideas"
- "Yes, best yet"
- "Helpful hints for implementing DP benefits"

**General remarks:**

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**WORKSHOP EVALUATION**

Workshop Title: **"Predatory Lending"**

Evaluation Forms Completed: 25

	Excellent	Good	Average	Fair	Poor
Quality of Training	20	5			
IAOHRA's handling of program arrangements and organization	13	12			
Moderators	11	6			
Facilities and Service	13	10			

**COMMENTS:**

**Improvements that could be made:**

- "Could have dealt with more new housing issues"
- "More handouts"
- "More question & answer time"
- "More basic handouts of universal statistics—i.e. for other minority grps"
- "Introductions included in printed materials don't need thirty minutes of introductions"
- "Speakers could agree ahead of time on what areas each would cover"
- "Resource info like Email addresses in writing"

**Liked best about the training:**

- "Information on predatory legislation"
- "The depth of knowledge of the presenters"
- "Good knowledgeable speakers, interesting & complex topic"
- "Video presentation was very good. Presenters were excellent"
- "Very informative about the indicators of predatory lending"
- "Passionate commitment of speakers"
- "Topic/quality of"
- "Expertise of speakers"
- "The information on specific cases; statistical info.; the videotape; the charts"
- "I am knowledgeable about the credit/loan info & know what bracket I fall into"
- "Very informative and crucial information to know"
- "Specific info, examples"
- "Practical application"
- "Discussion of marketing techniques"

- "Referral of information given for research"

**Program meet/exceed expectations:**

- "Yes—Experience of speakers"
- "Yes, now I know how to clear up my credit am knowledgeable of the various loans I can qualify for as an African American"
- "Yes, provided info to go home"

**Evaluate written materials:**

- "Very good 1 page—For such a complex topic—I wish that there were more handouts"
- "Fabulous!"
- "Good"
- "A+"

**General remarks:**

- "Too cold"
- "Thanks, planners"
- "This info. loan/credit should be facilitated all over the world"

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**WORKSHOP EVALUATION**

Workshop Title: **"Conducting Administrative Hearings for Commissioners"**  
**(morning, Tuesday, July 24)**

Evaluation Forms Completed: 16

	Excellent	Good	Average	Fair	Poor
Quality of Training	8	8			
IAOHRA's handling of program arrangements and organization	6	5	1		1
Moderators	7	6			
Facilities and Service	5	6	2		

**COMMENTS:**

**Improvements that could be made:**

- "Provide a glossary of legal language"
- "Commentary could have been shorter"
- "More time—excellent workshop"
- "Start on time, limit discussion"
- "Time control"
- "Would have preferred a more employment emphasis focus"
- "Group involvement"

**Liked best about the training:**

- "The speakers"
- "Interaction, use of video, and handouts"
- "Video w/ follow-up discussion"
- "Discussions after each scenario"

**Program meet/exceed expectations:**

- "Yes, but was sort of elementary. Would have liked a more substantive session"
- "Exceed; good use of video, very competent presenters—good gauge of audience concerns"
- "Yes—information & materials were quite helpful"
- "Yes—good 1<sup>st</sup> hand observation"
- "Yes the explanation of each scenario"
- "Down to earth and forthright presentation"

- "Yes, interactive"
- "Expert presenters handled novice & experienced audience participants well"
- "Yes—explanation of the various process that can be utilized"

**Evaluate written materials:**

- "Excellent"
- "Good"
- "B"

**General remarks:**

- "Excellent workshop"
- "Too Cold"
- "We must deal w/ solutions"



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**WORKSHOP EVALUATION**

Workshop Title: **"Conducting Administrative Hearings for Commissioners"**  
**(afternoon, Tuesday, July 24)**

Evaluation Forms Completed: 18

	Excellent	Good	Average	Fair	Poor
Quality of Training	13	5			
IAOHRA's handling of program arrangements and organization	6	10		1	
Moderators	12	4			
Facilities and Service	7	9	1		

**COMMENTS:**

**Improvements that could be made:**

- "More directed hand-out"
- "It worked. I learned. I know more. Thank you"
- "Length of time could be longer"
- "follow outline"

**Liked best about the training:**

- "Considerable discussion and interaction amongst the workshop attendees"
- "Ability to converse with other professional Judges"
- "Key topic—well established ground work—very thought provoking"
- "Introspection"
- "The exchange of ideas/ suggestion & comments"
- "The enthusiasm of the leader"
- "The speakers"
- "Audience participation/brain storming"
- "Personal impact"
- "Issues, content and materials covered"
- "Dialectic approach excellent"
- "Introduction of presenter and audience"

**Program meet/exceed expectations:**

- "Yes—but was not sure if presenter covered all of what she intended for the group"
- "It was different from expectations"

- "Would be good to have judge come and discuss how the courts view client's—defendants"
- "Great participation"
- "Yes. Judge Tracey was flexible and supportive of all"
- "Yes interactive"
- "Yes/no expected more "how-to" on credibility"
- "Yes. It made one become more introspective"

**General remarks:**

- "Interesting"
- "Excellent workshop"
- "Cold"

**CIVIL RIGHTS IN THE MILLENNIUM: A CALL TO ACTION**  
**53<sup>rd</sup> Annual IAOHRA Meeting & Conference**  
July 20-26, 2001  
Cincinnati, Ohio

**WORKSHOP EVALUATION**

Workshop Title: **Plenary session: "International Human Rights Issues"**

Evaluation Forms Completed: 12

	Excellent	Good	Average	Fair	Poor
Quality of Training	6	6			
IAOHRA's handling of program arrangements and organization	5	7			
Moderators	6	5			
Facilities and Service	4	6	1	1	

**COMMENTS:**

**Improvements that could be made:**

- "More time/focus of speakers to maximize time"
- "1 speaker could have respected moderators request for time"
- "More of this please!"

**Liked best about the training:**

- "I learned a lot of new things thanks for choosing the speakers you did"
- "Global perspectives help—the contrasting perspective re: Africa & colonialism was awakening"
- "The diversity of the presenters"
- "Panelist were knowledgeable & well prepared"
- "Presentations of different regional perspectives"
- "Information given"
- "New info. about the role of ILO & other international bodies in combating discrimination"
- "Understanding the larger issues & who is who incl what each org. does"

**Program meet/exceed expectations:**

- "Met & exceeded in several areas"
- "Exceed—plight of international workers & their big challenge"
- "Yes. A great discussion of international human rights issues"
- "Too bad more didn't get their butts out of bed!"

**Evaluate written materials:**

- "Fair"

- "Very helpful (screen too far away)"
- "Great handouts"
- "Excellent"
- "Thanks!"

**General remarks:**

- "Suggestions! Allow speakers to meet with audience in private session immediately following the session for additional questions or to expand on issues. Meeting should be in a separate room for that purpose"
- "Cold room"

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**WORKSHOP EVALUATION**

Workshop Title: **"World Conference on Racism"**

Evaluation Forms Completed: 5

	Excellent	Good	Average	Fair	Poor
Quality of Training	2	3			
IAOHRA's handling of program arrangements and organization	2	3			
Moderators	2	3			
Facilities and Service	1	3			

**COMMENTS:**

**Improvements that could be made:**

- 

**Liked best about the training:**

- "General overview provided"
- "The professionalism & knowledge of the presenters"
- "All"
- "Discussion of the issues"

**Program meet/exceed expectations:**

- "Yes, the professionalism & knowledge of the presenters"
- "Handouts"
- "Yes. I provided practical methods to act locally"

**Evaluate written materials:**

- "good"

**General remarks:**

- "IAOHRA to be commended for such high level speakers"

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**WORKSHOP EVALUATION**

Workshop Title: **"International Hate Movement"**

Evaluation Forms Completed: 13

	Excellent	Good	Average	Fair	Poor
Quality of Training	11	1		1	
IAOHRA's handling of program arrangements and organization	10	2	1		
Moderators	9	2	1		
Facilities and Service	9	4			

**COMMENTS:**

**Improvements that could be made:**

- "More on US"
- "More involvement in problems within US states"
- "Less specific examples—more application & discussion"
- "Possibly a break"

**Liked best about the training:**

- "People spoke their minds"
- "Everything"
- "Information"
- "The presentation audio/vis."
- "I learned a great deal from the speaker about a subject that should get more public exposure"
- "Nice use of multimedia—presenter has knowledge & experience with this topic"
- "Burghart is an excellent speaker kept attention through presentation"
- "The new information (i.e. music) indicating how hate crimes information is being distributed to youth"

**Program meet/exceed expectations:**

- "Yes very informative"
- "Exceeded with providing global knowledge"
- "I had hoped to learn more about the general environment of the hate movement. This pres. did not address US hate/nor did it deal with minority hate groups."

- "Yes—large amount of info"

**General remarks:**

- "Very informative, but disturbing of how hate crime is growing"

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**WORKSHOP EVALUATION**

Workshop Title: **"Latino Cultural Differences"**

Evaluation Forms Completed: 11

	Excellent	Good	Average	Fair	Poor
Quality of Training	5	4	2		
IAOHRA's handling of program arrangements and organization	4	5	1		
Moderators	2	4	1		
Facilities and Service	4	6			

**COMMENTS:**

**Improvements that could be made:**

- "More variety of Hispanics on panel needed"
- "More handouts re: Census statistics"
- "Some materials for future reference"
- "More handout material"
- "Longer session w/ more dialogue"
- "I would have liked to take home handouts and have more solid examples and best practices"
- "Couple panelists didn't make it, but that may have helped—allowed for more exchange in discussion"

**Liked best about the training:**

- "The interaction between the panel and audience"
- "Confirmed my dept's research"
- "Very interesting thought provoking speakers"
- "Discussion"
- "The personal approach the panelists took; did not take the "textbook approach"
- "This session really touched on the heart of the issue of discrimination"

**Program meet/exceed expectations:**

- "Somewhat expected more info re: INA and immigration law"
- "Yes because of dialogue"
- "Yes, I wished we had more time!"
- "Yes, very informative"



- "Exceeded—really challenging"

**General remarks:**

- "i.d. empowerment issues vs. racial issues"

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**WORKSHOP EVALUATION**

Workshop Title: **"Rights of Women Workers in North America: National & International Perspectives"**

Evaluation Forms Completed: 10

	Excellent	Good	Average	Fair	Poor
Quality of Training	7	3			
IAOHRA's handling of program arrangements and organization	6	4			
Moderators	7	3			
Facilities and Service	5	2	2		

**COMMENTS:**

**Improvements that could be made:**

- "All day! Great material/info"
- "Need more time! This workshop started ½ hour late"
- "Less panelists so more time"
- "Time constraints were too overwhelming—tried to cover too much set priorities"
- "The best panel discussion so far"
- "More interaction with the audience"

**Liked best about the training:**

- "All speakers were excellent—not enough time for Q & A/discussion"
- "Issues very interesting great handouts—excellent speakers"
- "Each presenter was informative & interesting"
- "The variety of speakers addressing the issue"
- "Lot of information"
- "Many informative ideas"
- "Thorough discussion of women's rights in the workplace"
- "The information was knowledgeable & informative"

**Program meet/exceed expectations:**

- "Yes. Tons of info"
- "Surpassed—Int'l day needs to be expanded—workshop should be repeated in the afternoon"

- "Exceeded—I learned about the existence of program & organizational resources available"
- "Exceeded, because of abundance of new informative"
- "Absolutely yes"
- "Yes, I have better knowledge of women's rights in the workplace"

**Evaluate of written materials:**

- "Excellent resources! Thanks!"
- "It should be great reading"
- "Finally! A workshop with handouts"
- "Informative"
- "Excellent because of abundance"
- "Quite a bit to read but will be utilized"

**General remarks:**

- "Using a theme that ties in the international perspective of IAOHRA is critical to its credibility. Having these presentations widens our opportunity to spot local issues. PLEASE continue this but give more. I felt deprived because I had to chose only one."
- "Again too cold in the room"

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**WORKSHOP EVALUATION**

Workshop Title: **"Conducting Administrative Hearings for Commissioners"**  
**(Wednesday, July 25)**

Evaluation Forms Completed: 11

	Excellent	Good	Average	Fair	Poor
Quality of Training	7	4			
IAOHRA's handling of program arrangements and organization	4	5			
Moderators	6	2			
Facilities and Service	2	4	1	1	

**COMMENTS:**

**Improvements that could be made:**

- "Overheads or handouts or key points"
- "More detailed explanation of the law"
- "None—concise & clear & brief presentation...but thorough"
- "Good information"

**Liked best about the training:**

- "Good interaction with those presenting"
- "Interactive presentation which allowed audience participation"
- "Discussions"
- "Detailed explanation on AIM/case report writing & helpful hints on writing for the judges at the appellate level"
- "Presenters shared great experience and knowledge"
- "Charts"
- "Even at our administrative level—the material was applicable"
- "All of it"

**Program meet/exceed expectations:**

- "Met—concrete examples"
- "Yes, very informative"
- "Met for the purpose for which it was designed"
- "This session had interaction between presenter and attendees"
- "Exceed—useful in every aspect"

**Evaluate written materials:**

- "Very detailed"
- "Very good & supplemental from the charts & handouts"

**General remarks:**

- "Noise from next door"
- "Repeat for next year!!"